

Support staff and faculty voting on strike mandate

George Brown faculty and support staff are deciding if they should give their union leaders mandates to call strikes.

Support staff at colleges across Ontario, including about 500 people at George Brown, were to have voted on Sept. 26 on a two-year contract offer from the Council of Regents -- the bargaining agent for Ontario colleges -- and a strike mandate.

Faculty, who rejected a three-year offer from the Council on May 31, 1989, are scheduled to vote on a strike mandate on Oct. 12.

In both cases, if a majority of staff vote to grant a mandate to strike, the bargaining teams for the Ontario Public Service Employees Union (OPSEU) have the option to call a strike by giving five days' notice.

According to OPSEU spokesperson Katie FitzRandolph, the strike mandates could prompt a return to bargaining by the parties.

Collective agreements for support staff and faculty expired at the end of August. Mediation following a breakdown in negotiations has failed in the case of both bargaining units.

Support staff were to decide on Sept. 26 to accept or reject an offer from the Council that included wage increases of 5.5 per cent in the first year and six per cent in the second.

The Council is currently offering faculty a two-year agreement with wage increases of 5.5 per cent in the first year and six per cent in the second.

The only faculty strike lasted for more than three weeks in October 1984. Support staff went on strike for the first time in January 1979 for two weeks.

United Way campaign kicks off on Oct. 16

George Brown staff and students will be asked to contribute to the United Way by canvassers starting on Oct. 16.

The annual campaign by the charity funding organization aims to increase contributions in Metro Toronto by

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Al Kurtz (right) and Audrey Albert of the Financial Aid Office talk to new full-time students at Information Day held at the School of Hospitality building in late August. Organized by the Student Services Department, the day was just one of the new orientation events this fall.

Student retention as well as fun is the aim of new orientation events this fall

Melain Rodriguez started a Food and Beverage Management program this fall without a really firm idea about career opportunities in the industry.

"I didn't realize the scope was so wide." That realization, and a conviction that she made the right choice in coming to George Brown, came as Rodriguez, 19, attended talks by industry representatives as part of a new three-week orientation starting Sept. 5.

First-year Hospitality students were also given tours, field trips, and the sort of group discussions normally seen in the Community Services Division, in an effort to get them ready for the stress of hard work in the months to come.

The orientation, with wine and cheese parties and volleyball games, was intended to be a fun way to ease students into the world of hospitality -- and attempt to reduce attrition as well, says School of Hospitality Special Events Co-ordinator Wendy Jones.

Other new orientation events this fall were also aimed at making students feel welcome, informing them about the facilities and help at their disposal -- and reducing the dropout rate.

The hospitality industry seminars, co-ordinated by Hospitality Externship Officer

Doug Chrepytk, were intended to sell hospitality as a career.

"They reassure students and tell them what to expect when they graduate," says Jones.

In the Technology Division, now called the School of Technology and Science, a new, week-long orientation program, organized by Special Events Co-ordinator Ellen de Boer, included a neighbourhood clue hunt with more than \$700 in donated prizes.

"New students, especially those from out of Toronto, need to feel comfortable in their college environment," she says. "The hunt was a way of getting them out into the community."

The Student Services Department kicked off orientation events at the College on Aug. 26 with their first day-long information fair at the School of Hospitality Building.

Almost 500 new students -- some from as far away as Calgary -- came to the Saturday event, which also included campus tours and a barbeque provided by the Student Administrative Council.

Students peppered staff with questions about housing, financial aid, athletics, transportation, counselling, and book costs.



Comment by Doug Light

Employers say staff need computer and communication skills

Most of us at George Brown see education as a fairly formal process that takes place in a classroom or lab. But for hundreds of thousands of working people in Toronto, education is on-the-job training.

On-the-job training -- which can mean anything from a demonstration of a machine by a co-worker to a company seminar -- is the form of training that most employers use.

In fact, a recent survey of 1,600 Metro employers, sponsored by George Brown and three other colleges, found that on-the-job training was the primary method of skills upgrading for everyone from tool and die-makers to cooks.

The training most often needed was in computer literacy and programming, communications and human relations.

The survey -- called *Skills in Shortage 1989* -- also found that:

- Clerks in insurance and financial institutions and cooks' helpers get the most training, while tool and diemakers, machinists and electronic technicians get the least.
- Employers predicted that their full-time staff would grow an average of more than 11 per cent in 1989. This varied from a low of 2.6 per cent in the health care aide field to almost 20 per cent in technical sales.
- The shortage of new staff was seen as particularly acute in the skilled technical fields such as machinists, tool and die makers, sheet metal workers and computer repair technicians.
- Annual staff turnover varied from just under 50 per cent for hotel clerks to 10 per cent for computer programmers.

This survey is of special interest to staff of several departments at George Brown: the Ontario Skills Development Office and Client Services Department, who design on-the-job training programs for businesses.

It's also valuable for all George Brown staff to better understand the needs of the corporate environment in which we work. Our ability to work with the companies around us is a key to long-term success.

D. E. Light



DESKTOP PUBLISHING LAB SET UP - Daniel Cheng of AMA Computers Ltd. chats with Electronic Desktop Composition program student Suzette Train in the recently opened desktop publishing lab at St. James. AMA supplied specially fitted IBM-compatible computers for the lab, and gave the Graphic Arts Division a \$10,000 donation. Desktop publishing is an increasingly important part of the graphic arts industry, says Printing Technology Chairperson Leo Suokas. Students in the 40-week program learn skills that allow them to find work with print shops or corporate in-house art departments.

College aims to help "world's loneliest" people

They have been called the world's loneliest people. They live without sight and sound -- connected to the world around them by touch, taste and smell.

But through those senses, and with the help of a person specially-trained to help them communicate -- called an intervenor -- the deaf and blind can lead full and rewarding lives. They can go to school or work, and lead active social lives including sports and recreation.

Too often, however, the deaf and blind are isolated by the simple lack of trained help. Intervenors usually spend just a few hours a week with their clients.

Now George Brown is starting to address the needs of this oft forgotten group. The College's Community Services Division sponsored a recent Ontario-wide meeting of the deaf and blind to assess the need for more and better intervenor training.

From that meeting an advisory committee was formed to start taking action on the concerns expressed by both deaf and blind people and working intervenors -- a process that may result in a new George Brown program.

Currently, says conference organizer Elaine Smith, intervenors have to assemble the skills they need themselves from a number of different sources including courses offered by the Canadian National Institute for the Blind.

Those skills include various forms of sign

language -- including palm writing -- as well as braille.

Intervenors may also need some training in psychology and counselling to prepare them to be the major human contact for isolated people, Smith says.

The deaf and blind community in Ontario -- which numbers more than 100 -- includes both people who were born deaf and blind, and those who lost sight and hearing in later life.

Elected Board members will get voting rights

Elected staff and student representatives on George Brown's Board of Governors will be given a vote.

Until a recent decision by the Ministry of Colleges and Universities, the elected student, faculty, support staff and administration representatives could only participate in discussions.

The Ministry ruling, which follows a recommendation from the Council of Regents, will increase the number of voting Board members to 15.

Other Board members are community representatives appointed by the Council of Regents, an advisory group to the Ministry.

The Ministry has also decided that the terms of all Governors -- elected and appointed -- should start on Sept. 1 and finish at the end of August.

Events

Oct. 3 - Board of Governors meeting. 5 p.m., Boardroom, 500 MacPherson. For information call Pat Smith at 944-4473.

Oct. 4 - Seminar for Support Staff: *Students with Special Needs*, noon to 1:30 p.m., 175 Kendal Ave., Room B-206. Sponsored by the Staff Training and Development Office.

- Dutch customs and culture are explored as part of the *Know Your Neighbours* lecture series sponsored by the George Brown College Seniors Association. 1 p.m., Casa Loma Auditorium. \$15 series fee. Call 944-4526 for information.

Oct. 6 - College closes at 3:30 p.m. for Thanksgiving weekend.

Oct. 9 - College closed for Thanksgiving holiday.

Oct. 11 - Macintosh computer information booth with special prices for staff and students. St. James Atrium.

- Seminar: *Pay Equity in the Workforce*, presented by Jane Adams, Education Coordinator of the Pay Equity Commission. 1 to 4 p.m., 200 King St. E., Room 665.

Oct. 12 - Seminar: *Pay Equity in the Workforce* (See Oct. 11) 9 to 11 a.m., 160 Kendal Ave., Room C-318, and also 1:30 to 3:30 p.m., Kensington, Room 1203. All welcome.

Oct. 19 - College Council meeting. 9 a.m., Boardroom, 500 MacPherson.

Oct. 24 - Fourth annual Regional Competition of secondary school Management and Entrepreneurship Clubs of Canada Association (MECCA). 8:30 a.m. to 3:30 p.m., St. James Atrium and various rooms. Sponsored by the School of Business.

Oct. 25 - Seminar for Support Staff: *Learn More About the Union*, with Ontario Public Service Employees Union Local 557 President Sam Reid. Noon to 1:30 p.m., 160 Kendal Ave., Room C-318. Sponsored by the Staff Training and Development Office.

Oct. 26 - Annual George Brown/Union-sponsored Ontario Industrial Millwright contest, 9 a.m. to 9 p.m., Gerrard Square Shopping Mall, 1000 Gerrard St. E. Apprentice millwrights from across the province will do a practical assignment. Sponsored by the School of Technology and Science.

Fashion graduate wins top prize in North American knit design contest

Don't bother rifling through store racks for knitwear designed by George Brown fashion graduate Alicia Niles. Try an art gallery.

The exotic garments Niles makes in her Toronto home will be on public display in a Montreal gallery starting in October. But check your bank account before deciding you just can't live without one of her creations.

A coat made by Niles will set you back more than \$5,000. A dress is \$2,600 and other garments cost more than \$1,200.

The multi-coloured, full-length coat is a certified winner. It won grand prize in a recent North American knitwear design contest held in Montreal -- topping more than 600 designs from students and professionals from across Canada and the United States.

Niles, who won \$1,500 for coming first, also took home three other prizes including \$500 from knitting giant Laines Pinguins and a Singer knitting machine.

Winning is becoming second nature to Niles. She won a \$2,000 bursary from the Fashion Group at the 1989 Festival of Canadian Fashion.

Despite her success in competition, Niles says that right now she prefers to create individual pieces rather than getting involved in the high pressure world of knitwear manufacturing.

"I'm not sure if I'll enter the rat race."

Niles says she's combining her university fine arts training with the manufacturing techniques she learned in the Creative Fashion program at George Brown -- from which she graduated in 1989.

"It's a natural progression."



Alicia Niles

and a Singer



Alicia Niles' design for this knit coat, which took top prize in a North American knitwear design contest in Montreal, was inspired by an Egyptian poster on her bathroom wall.

United Way

Continued from page 1.

10 per cent to reach a goal of almost \$43 million.

The United Way divides the money among more than 190 community and social service agencies in Metro Toronto.

Last year, George Brown staff and students increased their United Way contributions by more than 15 per cent to achieve a record donation of \$29,236.

The College United Way Campaign Committee, chaired by Dean Bob Struthers, is discussing new ways to solicit donations.

According to United Way statistics, funded agencies have a positive impact on the lives of one in three people in Metro-Toronto. Those agencies have made funding requests of more than \$46 million this year.

For the fourth year in a row, a George Brown team participated in the United Way Walkathon on Sept. 24.

Names in the News



CALENDAR MODELS - Fashion student Janeth Rios (left), Hospitality student Andrew Kizik, and Technology graduate Maureen Leyne pose on the roof of St. James for the cover photo of George Brown's new full-time programs calendar. According to College Communications Manager Jill Holroyd, the trio represents the diverse ages and ethnic backgrounds of George Brown students. The downtown background reinforces the College's identity as the city college, she says.

If you think a Scotch Bonnet is something you put on your head while hiking the highlands -- don't tell **Marg Whittleton**. The Administrative Assistant in the School of Business Part-time Studies Office knows that it's a rare type of pepper found in the Caribbean. This type of arcane food information has won Whittleton hundreds of dollars worth of prizes in trivia contests -- including a sewing machine, VCR, and a set of German carving knives -- and gained her a few minutes of fame on the TV quiz show *Food for Thought*. But she only likes reading about fancy food. "I tend to be a rather down-to-earth, home-style cook."

Former Fashion Division Dean **Sid Schipper** has been awarded the Ontario Medal for Good Citizenship. Now a consultant with the fashion and education business, Schipper, along with 11 other people, was given the medal recently by The Hon. Lincoln Alexander, Lieutenant-Governor of Ontario.

Tourists to Jamaica in future years will have **Pat Stanojevic** and **Brian Cooper** to thank, at least in part, for the good times they have. The pair are working on a year-long project sponsored by the Association of Canadian Community Colleges to help boost levels of service in hotels, resorts, and restaurants. Stanojevic, Manager of International Programs, will co-ordinate and deliver an instructor training program, while Cooper, Chairperson of Hospitality, is technical director of hospitality manage-

ment seminars. The project, which also involves Georgian and Seneca Colleges, is designed to help the Jamaica Tourist Board develop a group of instructors to provide in-house training. The first group of Jamaicans will arrive in Canada in October to start an eight-week training program.

Rachel Strangis of the Casa Loma Campus Manager's Office, **Marg Barron** of Physical Resources, and **Teresa Karolewski** of the Continuing Education and Marketing Division recently spent a weekend hiking around McRae Lake in northern Ontario. They were part of a larger group taking the College-sponsored course called *Hike the Canadian Shield*. Brave members of the expedition went swimming in the lake's frigid waters while the timid learned to differentiate timberwolf and bear droppings.

City College News

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Like thousands of people, Architectural Engineering Department teachers **Lori Burns** and **Charles Bennett** are looking for a charming old house in a quiet community close to Toronto. But they have something other than a real estate investment in mind. They want to find a house in Uxbridge Township north of Toronto that their first-year students can use as a project. Students will design renovations or additions to suit the homeowners -- who are under no obligation to go ahead with the work.

The faces of two School of Hospitality grads have been splashed across the city recently -- but not for their cooking. The appointment of chef training graduate **Cynthia David** as Food Editor of the Toronto Sun was announced with a huge print and radio campaign. "I love talking to people in the (hospitality) industry," she says. "They are so committed, so creative and a lot of them come from George Brown." School Externship Officer **Doug Chreptyk**, who is also a graduate, was featured in a magazine ad campaign by a life insurance company. The company helped Chreptyk build a new career in hospitality after an injury several years ago prevented him from continuing work as a roofer.

The Human Resources Department reports the following staff changes: New staff include **Mary Madigan-Lee** in the Human Resources Department at 500 MacPherson, and **Fiona Huebner** in the Liaison Office at St. James.

Lea Jukes of the Health Sciences Division is now **Lea Jukes-Williamson** and **Sue Thomson** of Futures program staff is now **Sue Farias**.

Retiring from the College are: **Bernard Andrews**, **George Danac**, **Ray MacPherson**, **Phillip Richards** and **Walter Zessner** from the School of Technology and Science; **Marjorie Bennie** from the Health Sciences Division; **Ed Feuerstein**, **Ruby Franklin** and **Vern Morrow** from the School of Business; **Don Forsythe** and **Bill Ralph** from the Graphic Arts Division; **Eric Lord**, **Judith McIntyre**, **Janet Patterson** and **James Walker** from the Academic Division; and **Helen Smylie** from the Educational Resources Department.

Leaving the College are: **Leah Abes**, **Nicole Alexander**, **Werner Broschinski**, **Paul Burley**, **Douglas Cliff**, **Michael Cosby**, **Paul Ho**, **Sandra Kennerson**, **Jeffery Lee**, **Ergun Ozdemir**, **Angela Samuda**, **John Schiks**, **Jacqueline Silva**, **Mara Stasiuk**, **Jane Strickland**, **David Waddington**, and **Man Yum**.